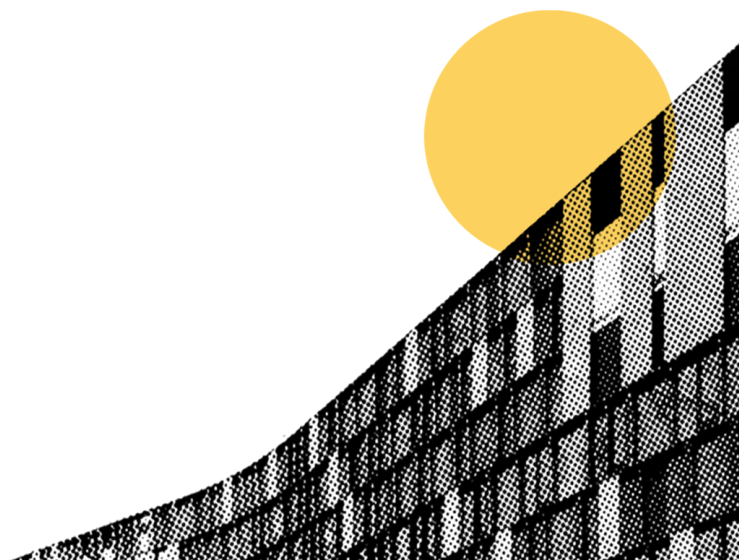




## OUR COMMITMENT TO HUMAN RIGHTS

At Lavazza Group, we are coffee makers who care.  
We are committed to sustainable economic growth,  
doing all we can to take care of our people and our planet.  
We are inclusive, working closely across our Group and with our external partners.  
We take ownership of our actions and of the impact we make.  
*(Responsibility – Value of Lavazza Group)*



## OUR ROOTS

At Lavazza Group, we are committed to shaping our business with behavior that respects, protects and promotes human rights: this is something that is non-negotiable for us. We have zero tolerance regarding human rights violations, and we strive to achieve the highest standard of people care, with the upmost commitment and the best resources available.

The Universal Declaration of Human Rights guides us in the definition of what “human rights” means to us.

As a Group, we believe that people must be treated equally, with dignity and respect: human rights are inherent in all human beings, whatever their nationality, place of residence, gender, national or ethnic origin, color, religion, language, and economic, cultural or other status. Every individual is entitled to enjoy human rights without discrimination.

Our work is guided by our Group Purpose, our Corporate Values and the Sustainable Development Goals of the UN 2030 Agenda for Sustainable Development, integrated into the Company’s business through our Sustainability Manifesto, “A goal in every cup” to support the commitment and the actions taken to operate responsibly while developing our business strategy and every sustainability programme.<sup>1</sup>

In 2017, we joined the United Nations Global Compact Network. Since then, we have been committed to reporting our ongoing efforts annually and promoting and implementing our progress on the Ten Principles of the UN Global Compact on Human Rights, Labour, Environment and Anti-corruption.

Our daily activities and our strategy always go together with the quality of life of the people involved with our Group: we promote and support the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Moreover, the United Nations Guiding Principles on Business and Human Rights have been embedded within our Group sustainability strategy.

In drafting this statement, we refer to other laws and regulations of the countries in which we operate, as well as the most authoritative international standards, regulations and voluntary initiatives.

## OUR COMMITMENT

At Lavazza Group, we are committed to avoid causing or contributing to adverse human rights impacts through our own activities: we, as a Group, are ready to address such impacts whenever they might occur.

We embrace opportunities to promote a broader understanding of human rights values, we are committed to training and communications activities inside and outside the Company with dedicated programmes.

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<sup>1</sup> Lavazza Group Sustainability Manifesto is published on the Lavazza Group website, [www.lavazzagroup.com](http://www.lavazzagroup.com).



We are aware of the extent of our business, the breadth of our supply chain and the number of direct and indirect impacts, whether actual or potential, that these can have both on local communities and on people's lives. This is why our goal is to turn our supply chain into a value chain that can act as an engine of progress and innovation, spreading shared value for all the people involved in our business.

With this in mind, the multi-stakeholder approach of our Group and our Foundation is the main way of working to ensure the effectiveness of our development projects and policies: individual action is not enough.

All our efforts geared towards a supply chain focused on the rights of people are based on multi-stakeholder approaches, in which we always try to cooperate with the most expert NGOs and civil society players in every area of implementation. Along with these players, we assess the risks and the needs of the people involved in our projects, in a way that we can implement actions and remedies that are tailored to our target groups.

We are committed to expanding this approach as much as we can, with the aim of reaching the most sustainable and ethical value chain possible.

## FINAL NOTES

This statement reinforces and illustrates the existing provisions of Lavazza's Code of Ethics, Code of Conduct and Supplier Code of Conduct<sup>2</sup>. This statement applies to all Lavazza Group companies and their main stakeholders. It is circulated to all employees through specific internal communication, and it is made available to everyone by publication on the Lavazza Group website.

July 2022

*Lavazza Group CEO, Mr. Antonio Baravalle*

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<sup>2</sup> The Code of Conduct is available on the Lavazza company Intranet, whereas the Code of Ethics and the Supplier Code of Conduct have been published on the Lavazza Group website, [www.lavazzagroup.com](http://www.lavazzagroup.com).